

# **EXHIBIT 4**

**SALVATORE SANTORO**  
77 North Street  
Shrewsbury, MA 01545  
508-842-3297

## **Objective**

To secure a position where a successful background in achieving customer satisfaction, through effective quality management, engineering, and teamwork can contribute to the growth of your organization.

## **Qualifications Summary**

### ***Personal & Professional Profile:***

- Effective communication with excellent interpersonal, organizational and managerial skills
- Highly motivated and confident self-starter who performs well under pressure
- Demonstrated ability to systematically identify, isolate and address problems
- Able to coordinate multiple projects, set appropriate priorities and meet deadlines
- Enthusiastic and energetic team player capable of independent decision making
- Successful hire, train, motivate, supervise and evaluate staff
- Interact effectively both interdepartmentally and at all organizational levels
- Ability to statistically evaluate processes capability and expected behavior.
- Data oriented leader of root cause analysis. Preventive and corrective action process owner.

### ***Functional:***

- Full P&L production responsibility; Plant management; Engineering management; Quality management.
- Accountable for manufacturing processes optimization, Determine needs; Purchase equipment and machinery; Evaluate vendors and ROI factors
- Quality control management; Manufacturing / Process engineering; CNC operation
- Develop, implement and prepare budgets; Machinery utilization; Process efficiency; Manufacturing demonstrated capacity; Production planning and scheduling
- Evaluate and improve manufacturing processes; Implement cost controls; Incentive systems, statistical evaluations and process inferences.
- Managing quality systems to successfully achieve ISO 9002 certification and re-certification.
- Manage production facility transfer and relocation; Coordinated local and global plant / product consolidation
- Facilitator for 5's organization programs.

### ***Computer Skills:***

- ASK System; MRP; CRP; QA2; KISS; Minitab; Gagetalker (Real time SPC data collection); MS Word; Excel, Projects, Access, and Power Point; MS Publisher; Visio flow charting; Lotus Notes; FMEA 4.1; Minitab; KISS (Keep it simple with statistics)

## EMPLOYEMENT

### Greenfield Industries, Greenfield, MA

1987- Present

#### ***Manager of Manufacturing Engineering***

Accountable for the performance of a team of four engineers maintaining and improving over 30 separated and interdependent manufacturing processes.

#### ***Accomplishments:***

- Engineered process improvements in addition of timely and effective capital investments that resulted in production increases of 30% over a period of three years.
- Coordinated internal machinery rebuilding project resulting in improved machinery uptime by 25% while saving the company \$ 350,000 in external rebuilding costs.
- Coordinated process parameters optimization / documentation resulting in 10% reduction of set-up time.
- Championed, supported, expected and recognized "Lean Manufacturing" initiatives from the Engineering team and manufacturing resources.
- Evaluated needs, justified, purchased, coordinated; installation, statistical qualification, process optimization / documentation, training for all capital investments (\$ 3,000,000.)

#### 1993-1996      ***Senior Manufacturing Engineer / QA Manager***

Accountable for coordinating plant / machinery consolidation on a local and global scale and improving internal Quality System.

#### ***Accomplishments:***

- Coordinated, transferred and installation of equipment during GTD product rationalization and consolidation including employee training resulting in 40% capacity increase.
- Achieved ISO 9002 re-certification. Auditor reported ZERO non-compliance's or observations
- Received the Kennametal Managerial award for continuous improvement initiatives.
- Enhanced manufacturing efficiency of the Flute grinding process resulting in a \$ 500,000 annual savings and a company bonus award.
- Received a company award for coordinating process enhancements and training in the Solon and Pachuga (Mex) plants.
- Received a company award for coordinating and supporting the team working on the Lindner One-Cut project which saved the company \$ 600,000 annually.
- Coordinated and supported the team working on the Skip-Dress project resulting in a \$ 100,000 annual savings to the company.
- Implemented GageTalker electronic SPC monitoring system in all critical areas of manufacturing.



**1988-1992 Unit Manager – Unit #2**

Accountable for the efficient and profitable operation of a manufacturing team consisting of 10 supervisors, 22 group leaders and over 200 employees across three shifts with a production forecast of 20,000 units per day and an approximate sales value of 28 M per year.

***Accomplishments:***

- Played an important role in changing our management system from departmental and vertical integrated to horizontal and cross-functional.
- Implemented quality and engineering initiatives that resulted in reduction of scrap rate from 42% to 12%
- Coordinate and implemented all requirements and training for initial ISO 9002 third party assessment.

**1975-1987**

**NEW YORK TWIST DRILL, Ramsey, NJ**

1986-1987 *Plant Manager*, J. Bath Div., Worcester, MA  
Full P&L responsibility for this 110 employee manufacturing operation

***Accomplishments:***

- Instrumental in the development of grinding methodology for "Vary Bits" a multidrill tool specifically manufactured for American Saw.
- Improved the manufacturing process for aircraft drill i.e. Space-matic and Drive-matic
- Implemented Statistical Process Control (SPC) disciplines in all automatic work centers reducing internal scrap rate from 25% to 5%
- Coordinated gap analysis, process improvements and documentation required to be awarded the coveted Ford "Q101" award. NYTD was the first US based organization to receive this award.

1984-1985 *Product Manager*, J. Bath Div. Worcester, MA  
Accountable for all aspects of taps manufacturing.

1982-1983 *Production Supervisor* J. Bath Div. Worcester, MA  
Supervised all semi-finished operations including squaring, fluting, milling, centerless grinding, OD grinding, spiral pointing, chamfering and all special modifications.

1975-1981 *Production Supervisor* Tap Div. Ramsey, NJ

SOSSNER TAP, Melville L.I. N.Y.

*Department Leader; Thread Grinding Machine Operator*

FIAT AUTO Avellino, Italy

**1969-1974**

**1963-1968**

***Cutting Tools Machine Operator***

**AWARDS**

Ford "Q101"  
Ford "Q1"  
ISO 9002 Certifications (New York Twist Drill, Greenfield, and Simonds)  
Navistar Quality Award  
T.E.S.Q.A Tooling – Chrysler  
McDonnell Douglas Quality Award

**EDUCATION**

**ISTITUTO PROFESSIONALE DI STATO PER INSTRUZIONE TECNICA,  
Italy. *BS Mechanical Engineering 1963* graduated with a 3.68 GPA**

***National Graduate School, Falmouth MA***

***MS Quality Systems Management May/2000* graduated with a 3.96 GPA**

***Certificates:*** ASQ Quality Auditor, WPI Project Management, Hazardous material handling, TOPS (Team Oriented Process Improvements). CNC programming, Greenfield Community College. NEQC Six Sigma Tools using Minitab.

***Professional Training:*** ASQ Statistics I, II, III and Advanced Statistics, S.M.E.A.D. WPI set up reduction, Managing Time, Fanuc / Mitsubishi CNC programming, Merubini-Citizen NJ. MS Access, Greenfield C.C. Coaching & Counseling, Paget & Thompson, Managing Chaos, Tom Peters, Management of Seven Deadly Diseases, W.E. Deming, Quality Loss Function, Taguchi, SPC, ASQ, How to work with people, Fred Pryor.

**AFFILIATIONS**

**ASME; APICS; ASQ Automotive Div.**

**INTEREST**

**Classical music, Gardening, Technical Reading, Bowling**

**References Available upon Request**

# **EXHIBIT 5**



# JEREMY DEXTER

Address: 62 Carriage Way Drive, Fitchburg, MA 01420, (978) 342-8895 Email: jeremydexter@hotmail.com

## WORK EXPERIENCE

### **Simonds Industries Inc.** Fitchburg, Massachusetts

*Manufacturing Engineer/Process Metallurgist.* July 2000 – Present

- Designed and implemented four versions of an electron beam weld bead-rolling unit. Eliminated two operations in one case and one operation in the other cases. Combined annual savings \$218,000.00.
- Product line engineer for carbon band and welded edge products. Responsible for product quality, process and product improvements, R&D, and process organization.
- CNC programming of Wire EDM, ground form and laser cut products.
- Designed and implemented in-line band saw tempering unit – Eliminated need for batch tempering, enabling a one-piece-flow process.
- Responsible for implementation of “Lean Manufacturing” techniques for carbon band and welded edge products.
- Work through marketing team and territory sales managers to determine customer’s needs.

### **Simonds Industries Inc.** Fitchburg, Massachusetts

*Materials Laboratory Internship.* May-August 1998; May-August 1999

Contact: Ernest Evancic, Chief Metallurgical Engineer, (978) 343-3731

- Performed sectioning, mounting, grinding, and polishing of metallurgical specimens
- Performed failure analysis of returned products and R&D tests
- Performed quality control inspections using Rockwell hardness testing, micro hardness testing, file testing, and optical microscopy

### **Heraeus Electro-Nite.** Philadelphia, Pennsylvania

*Thermal Analysis of Aluminum Alloys.* 9/1999-3/2000

Testing a thermocouple prototype that can determine the composition of grain refiners based on the liquidus and solidus temperatures and the slope of the cooling curve. Also analyzing different aluminum alloys properties on composition and cooling rate using an Alu-Delta and comparing those with that of the prototype.

### **U.S. Consumer Product Safety Commission.** Washington D.C.

*Powered Lawn and Garden Equipment – An Examination of Injury Data and Market Information.* 9/1998-12/1998

Analyzed statistical injury data and performed interviews with trade organizations. Conclusions were made on how to limit injuries dealing with powered lawn equipment.

## PROJECT EXPERIENCE

## EDUCATION

### **Worcester Polytechnic Institute**

Worcester, Massachusetts

*Bachelors of Science in Mechanical Engineering,* May 2000

Concentration in Material Science

Graduated with Distinction

## SKILLS

Microsoft Office 2000 (Word, Excel, PowerPoint), Pro Engineer 3D Solid Modeling, AutoCAD 2000 LT, metallurgical mount preparation, optical microscopy.

# **EXHIBIT 6**



**Simonds Industry  
Fitchburg Employees**

LIST	NAME	BIRTHDATE	AGE	D.O.H.	DOT	Age at DOT	TermReason	Location	Current Job Title	SALARY
1	Howard, John A.	03/23/34	68	07/09/56	07/09/99	65	Retirement	Fitchburg	MGR. MFG. SVC	66,338.00
2	Sylvia, Joseph L.	04/11/45	57	08/10/70	11/30/99	54	Resigned	Fitchburg	VP FINANCE CFO	193,253.00
3	Derivera, Eric O.	04/02/57	45	01/03/89	12/31/99	42	Resigned	Fitchburg	SR. MFG. ENGINEER	71,167.00
4	Ackles, Nancy P.	12/28/32	69	07/20/66	01/07/00	67	RIF	Fitchburg	WORD PRO. SEC.	28,202.00
5	Larsen, Ronald	11/08/38	63	09/30/69	01/07/00	61	RIF	Fitchburg	PLANT OPERATIONS	92,700.00
6	Sylvester, Amy L.	03/10/67	35	08/21/87	01/07/00	32	Resigned	Fitchburg	COST ANALYST	33,410.72
7	Walsh, Robert L.	01/06/60	42	11/12/96	01/21/00	40	Resigned	Fitchburg	CUSTOMER SERVICE	39,720.00
8	Devilling III, Frank A.	12/06/41	60	11/17/95	01/31/00	58	terminated	Fitchburg	VP BUSINESS DEVELOP	120,120.00
9	Chase, John W	01/31/49	53	11/17/97	02/17/00	51	resigned	Fitchburg	CREDIT MANAGER	63,440.00
10	Souliere, Richard A.	04/17/41	61	06/17/71	08/27/00	59	Retired	Fitchburg	UNIT MANAGER	63,162.00
11	Carnivale, James J.	05/27/44	57	10/17/90	09/30/00	56	Retired	Fitchburg	HUMAN RESOURCES MGR.	76,977.00
12	Ilewicz, Robert L	09/03/59	42	05/26/98	12/18/00	41	terminated	Fitchburg	PRINCIPAL R&D ENGINEER	69,628.00
13	Harvey, Steven R.	11/29/49	52	02/28/83	01/12/01	51	Resigned	Fitchburg	SENIOR ACCOUNTANT	59,760.96
14	Owens, Ronald W	11/30/44	57	03/31/98	03/31/01	56	Retired	Fitchburg	SR. VUP OF MANUFACTURING OPER.	151,400.04
15	Byrom, Andrew M.	06/22/71	30	07/29/96	04/06/01	29	resigned	Fitchburg	TERRITORY MGR	38,500.00
16	Balcom, Wayne A.	02/08/36	66	04/18/60	05/04/01	65	Retirement	Fitchburg	UNIT MANAGER	48,241.00
17	Alberghini, Louis P.	08/30/40	61	04/19/82	05/31/01	60	RIF	Fitchburg	PROJECT ENG	66,393.00
18	Brown, Barry	10/21/47	54	07/15/85	05/31/01	53	RIF	Fitchburg	PRINCIPAL ENGINEER	79,376.04
19	Baker, William B.	02/03/52	49	04/05/99	05/31/01	49	RIF	Fitchburg	QUALITY ASSURANCE MANAGER	66,144.00
20	Schofield, Betty E	07/11/54	47	11/05/84	06/01/01	46	Resigned	Fitchburg	HR ASSIST & TRAINING COORD	33,325.00
21	Niemi, Steven R.	07/29/69	32	01/25/93	06/25/01	31	Resigned	Fitchburg	SUPERVISOR MANUFACTURING ENG	77,112.00
22	Edson Jr., Raymond F.	02/26/43	59	03/20/89	06/30/01	58	Retired	Fitchburg	DIRECTOR OF ENGINEERING	96,255.00
23	Daring, Todd R	03/30/62	40	05/19/97	07/23/01	39	RIF	Fitchburg	UNIT MANAGER	45,211.00
24	Whitcomb, Ralph E.	12/06/50	51	12/10/79	08/10/01	50	terminated	Fitchburg	MANAGER CORPORATE ACCOUNTIN	75,348.00
25	Martin, Jeffrey R.	07/31/45	56	06/29/01	08/10/01	56	Resigned	Fitchburg	PLANT CONTROLLER	84,000.00
26	Gruytrich, Stephen R.	09/06/37	64	08/09/66	08/31/01	63	RIF	Fitchburg	SR ACCT MGR	63,996.00
27	Jordan, John W.	07/30/47	54	01/07/85	08/31/01	54	Retired	Fitchburg	FITCHBURG PLANT MANAGER	97,759.92
28	Rodriguez, Jesus	02/25/56	46	11/30/99	08/31/01	45	RIF	Fitchburg	INSIDE SALES	33,325.00
29	Manktelow, David W.	06/05/44	57	12/08/69	09/14/01	57	RIF	Fitchburg	MATERIAL COORD	41,161.42
30	Carnivale, Jeffrey J.	03/03/71	31	02/14/94	09/14/01	30	RIF	Fitchburg	PROD MGR	51,500.00
31	George, Ross B	11/29/32	69	10/20/80	09/15/01	68	Retired	Fitchburg	President	108,333.16
32	Breen, Marcia F.	09/14/51	50	09/19/88	09/21/01	50	RIF	Fitchburg	COST ANALYST	30,030.00
33	Kozloski, Robert J.	10/17/39	62	08/26/64	11/02/01	62	RIF	Fitchburg	MGR SYSTEMS & PROG INFOR SER	41,643.16
34	Zippolo, Joanne	04/12/54	48	12/27/88	11/02/01	47	RIF	Fitchburg	SWITCHBOARD/RECEPTION	23,982.14
35	Schutt, Jeffrey A.	05/07/56	46	05/22/79	11/30/01	45	RIF	Fitchburg	MGR LEAN MFG	71,999.98
36	Meatley, Stephen M.	06/24/54	47	04/09/86	11/30/01	47	RIF	Fitchburg	UNIT MANAGER	43,724.98
37	Bennett, Walter H.	11/08/47	54	07/23/01	11/30/01	54	RIF	Fitchburg	PRODUCTION SUP	58,000.00
38	Bastien, Richard	09/01/52	49	03/27/72	12/07/01	49	RIF	Fitchburg	PAYROLL COORD	39,243.10
39	Kamerkar, Udayan S.	12/24/46	55	08/01/01	01/18/02	55	Resigned	Fitchburg	SR FINANCIAL ANALYST	57,000.06



**Simonds Industry**  
**Fitchburg Employees**

40	Day, Charles R.	03/14/59	43	10/05/92	03/01/02	42		resigned	Fitchburg	MARKETING MANAGER OF FILES	75,012.08
41	Boyd, Jeffrey T.	01/12/58	44	02/08/88	05/17/02	44		resigned	Fitchburg	STAFF ACCOUNTANT	44,006.04
42	Fletcher, Walter L.	11/15/38	63	06/18/56					Fitchburg	METHOD ENGINEER	50,556.00
43	Mansfield, Cary W.	06/03/40	61	05/25/59					Fitchburg	UNIT MANAGER	60,639.02
44	Richard, Roland R.	01/08/42	60	05/31/61					Fitchburg	VP MKT S	145,999.36
45	Evanic, Ernest A.	01/12/37	65	08/21/61					Fitchburg	CHIEF METALLURGIST	46,764.64
46	Stewart, Dennis I.	01/03/43	59	10/22/62					Fitchburg	UNIT MANAGER	57,972.98
47	Mundie, Robert R.	10/08/44	57	11/17/64					Fitchburg	MASTER SCHEDULER	49,683.92
48	Marien, Robert L.	12/27/42	59	06/01/65					Fitchburg	UNIT MANAGER	49,959.00
49	Bourgeois, David J.	09/14/47	54	05/25/67					Fitchburg	DIRECTOR OF CUSTOMER SATISFAC	103,000.04
50	Richards, Ronald	10/25/48	53	03/03/69					Fitchburg	UNIT MANAGER	50,718.98
51	Thomas, Paul R.	10/28/48	53	08/12/69					Fitchburg	GENERAL FOREMAN RULE	51,205.96
52	Decosta, Kathleen A.	02/14/48	54	08/28/69					Fitchburg	INSIDE SALES REP	36,800.92
53	Jalbert, John T.	12/12/46	55	05/11/70					Fitchburg	MANAGER PRICING ADMINISTRATION	65,583.18
54	Rogers, Harry H.	04/12/41	61	03/22/71					Fitchburg	VP INTERNATIONAL	100,000.00
55	Burdick, Robert A.	03/30/46	56	08/23/71					Fitchburg	TECH SUPPORT SPEC	73,070.14
56	Howe, Rachel A.	10/10/52	49	12/16/71					Fitchburg	SR COST ACCOUNTANT COORDINAT	41,246.14
57	Richard, Joan A.	07/19/44	57	05/01/72					Fitchburg	INSIDE SALES REP	37,557.00
58	Peabody, Paula A.	06/21/52	49	06/19/72					Fitchburg	BENEFITS COORDINATOR	36,132.98
59	Myer, Kenneth R.	03/08/50	52	09/18/72					Fitchburg	VP PROCUREMENT	116,549.94
60	Long, Sandra L.	07/18/47	54	12/04/72					Fitchburg	SR. ACCOUNT MANAGER	53,152.06
61	Kifer, John C.	07/07/53	48	05/21/73					Fitchburg	DIRECTOR OPERATION FINANCE	106,808.00
62	Deedrick, Robert W.	12/04/42	59	06/11/73					Fitchburg	DIRECTOR FITCH/NEWC. PLANT	66,273.74
63	Bourque, James J.	09/23/51	50	06/25/73					Fitchburg	CUSTOMER ASSURANCE EXP	115,000.08
64	Mundie, Norma J.	02/16/54	48	07/16/73					Fitchburg	UNIT MANAGER	35,921.08
65	Hagelberg, Donald O.	07/17/47	54	11/26/73					Fitchburg	TRAINING ADMINISTRATOR	51,500.02
66	Lashua, Edward V.	06/18/45	56	12/17/73					Fitchburg	SUPR. DATA PROC OPER	60,900.06
67	Vaine, Richard M.	10/06/55	46	06/10/74					Fitchburg	TAPE LIBRARIAN	29,371.16
68	Cairns, Judith	06/21/38	63	06/25/74					Fitchburg	EXECUTIVE ADMINISTRATIVE ASSIST	58,263.14
69	Bent, Nancy J.	08/20/37	64	10/18/76					Fitchburg	MGR. INTERNATIONAL SALES OFFICE	68,027.44
70	Frenette, Richard J.	05/27/55	46	06/05/78					Fitchburg	DATA CONTROL/DATA ENTRY	29,500.12
71	Marrella, Sandra M.	05/27/41	60	02/20/79					Fitchburg	ASSOC METALLURGICAL ENGINEER	46,685.08
72	Logan, William S.	05/17/58	44	08/20/79					Fitchburg	INSIDE SALES REP	35,661.60
73	Goodechild, Loretta A.	02/06/42	60	11/05/79					Fitchburg	INSIDE SALES REP	37,765.00
74	Economio, Barbara A.	10/08/45	56	08/11/80					Fitchburg	VP SALES N.A.	83,838.04
75	Hera,ty, Bridget	11/30/50	51	04/13/81					Fitchburg	MARKETING MANAGER METAL	76,992.24
76	Chi, Ronald S. Y.	12/31/47	54	02/22/82					Fitchburg	PT ACCTG. CLERK	13,592.80
77	Phelps, Jane L.	02/08/47	55	08/30/82					Fitchburg	AR CORRESPONDENT	27,867.06
78	Durbin, Lynda A.	05/15/50	52	03/24/83					Fitchburg	DIRECTOR HUMAN RESOURCES	78,832.00
79	Thibodeau, Ilda M.	03/16/51	51	05/02/83					Fitchburg		



Simonds Industry  
Fitchburg Employees

80	Letourneau, Renee	05/06/62	40	05/09/83		Fitchburg	EXECUTIVE SECRETARY	24,128.00
81	Bray, Margaret	10/22/51	50	03/26/84		Fitchburg	SR COMP. & BENEFITS COORDINATOR	37,672.96
82	Cochran, Philip A.	12/29/62	39	10/30/84		Fitchburg	SR FINANCIAL ANALYST	53,044.16
83	Lanides, Victoria	07/21/43	58	09/25/85		Fitchburg	SAFETY & HEALTH COORD	33,758.40
84	Bateman Jr., William G.	04/23/52	50	03/02/87		Fitchburg	SR MFG FINANCIAL ANALYST	54,836.08
85	Purinton, David J.	08/28/61	40	08/03/87		Fitchburg	MARKETING MGR. WOOD PRODUCTS	85,995.00
86	Rocca, Norma	11/16/52	49	12/01/87		Fitchburg	INTERNATIONAL INSIDE SALES	36,228.14
87	Mattson Jr., Donald E.	11/25/51	50	01/11/88		Fitchburg	SR PROG ANALYST	56,727.06
88	Page, Jan L.	08/29/50	51	02/29/88		Fitchburg	STEEL PROC./PURCHASE SPEC	56,795.96
89	Mallet, Charles E.	05/24/58	43	09/26/88		Fitchburg	POWER TOOL ACCESSORY PROD MGR	68,959.02
90	Varville, Mary A	05/11/50	52	10/24/88		Fitchburg	MARKETING SECRETARY	33,699.90
91	Magnette, Barbara J.	01/31/67	35	12/06/88		Fitchburg	EXEC SEC	36,961.60
92	Boudreau, Kevin P.	11/19/59	42	05/01/89		Fitchburg	COMPUTER OPERATOR	30,735.90
93	Pfeiffer, Eric J.	12/03/57	44	05/01/94		Fitchburg	MARKET DEVELOPMENT MANAGER	93,120.04
94	Burns, Mary Kathleen	11/05/50	51	07/05/94		Fitchburg	CREDIT CORRESPONDENT	30,567.16
95	Hautanen, Elena B.	09/30/52	49	02/27/95		Fitchburg	INSIDE SALES REP	31,296.20
96	Palmer, James E.	02/13/41	61	03/31/95		Fitchburg	VP SALEA & MKTG. METAL PRODUCT	146,000.14
97	Bourgeois, David R.	01/07/67	35	11/20/95		Fitchburg	FITCHBURG PLANT CONTROLLER	84,460.22
98	Szocik, Thomas	02/10/50	52	06/17/96		Fitchburg	FACILITY MANAGER	70,181.02
99	Hopper, Peter B.	12/15/50	51	07/29/96		Fitchburg	VP PROD DEVELOPMENT & QUALITY	108,555.98
100	Hutchins, Sharon	08/21/55	46	12/30/96		Fitchburg	SR. PRO ANALYST	60,765.12
101	Nally, Theresa	11/29/39	62	02/03/97		Fitchburg	AR CORRESPONDENT	24,727.04
102	Roy, Raymond P	07/10/61	40	02/10/97		Fitchburg	CUST. SERVICE SPEC.	41,184.00
103	Jones, Alan D	03/07/59	43	05/05/97		Fitchburg	SR. SYSTEMS ANALYST	69,000.10
104	Carfaro, David P	02/03/69	33	06/30/97		Fitchburg	COMPUTER OPERATOR	29,908.06
105	Sierra, Carlos	05/11/70	32	10/01/97		Fitchburg	FINANCIAL MGR. RULE PRO	47,380.06
106	Edmands, S. Karl	05/18/54	47	06/01/98		Fitchburg	UNIT MANAGER	46,846.80
107	St.Amand, Brenda A.	07/29/50	51	05/17/99		Fitchburg	CONTROL CLERK	30,963.14
108	Martino, Raymond J	08/27/54	47	09/15/99		Fitchburg	President & Ceof	389,549.94
109	Holm Jr., Harold E.	01/26/56	46	02/01/00		Fitchburg	VP MANUFACTURING	165,000.16
110	Reeves, Jennifer L.	04/18/78	24	02/22/00		Fitchburg	AP CLERK	23,986.04
111	Turano, Matthew	06/09/63	38	03/06/00		Fitchburg	INSIDE SALES REP	34,608.08
112	Hyinen, Eric	12/21/68	33	03/22/00		Fitchburg	CREDIT MANAGER	56,800.12
113	Botticello, Henry J	04/05/56	46	04/01/00		Fitchburg	CHIEF FINANCIAL OFFICER	192,000.12
114	Caselli, Susan T	11/08/55	46	05/01/00		Fitchburg	V.P. INFORMATION TECH AND CIO	138,000.20
115	Benoit, Paul R.	11/14/50	51	05/08/00		Fitchburg	VP SUPPLY CHAIN MANAGEMENT	135,000.06
116	Dexter, Jeremy	09/23/77	24	07/17/00		Fitchburg	PROCESS METALLURGIST MFG. ENG	54,912.00
117	Brault, Richard A.	09/02/52	49	08/14/00		Fitchburg	ENGINEERING MGR FITCHBURG PLA	75,899.98
118	Morrison, Douglas	08/03/60	41	07/01/01		Fitchburg	PROJECT MGR	81,900.00
119	Duperry, Peter A.	02/23/78	24	07/23/01		Fitchburg	PRODUCT ENGINEER	49,920.00

**Simonds Industry**  
Fitchburg Employees

120 Santoro, Salvatore	08/29/46	55	08/06/01				Fitchburg QUALITY MANAGER	74,900.02
121 Boissoneau, Donald M.	11/22/60	41	08/13/01				Fitchburg CORPORATE CONTROLLER	98,800.00
122 Reeves, Mark A.	12/25/62	39	08/28/01				Fitchburg PROD & INVENTORY CONTROL	66,999.92



**Active Employees (Fitchburg Plant) as of December 2002**



**20s = 3**



**30s = 8**



**40s = 25**

**50s = 34**



**60s = 11**